



USAID
FROM THE AMERICAN PEOPLE

DIGGING DEEPER INTO ARTISANAL & SMALL- SCALE MINING:

GENDER & WOMEN'S ECONOMIC EMPOWERMENT

Convened by the USAID Land and
Urban Office

May 27, 2020



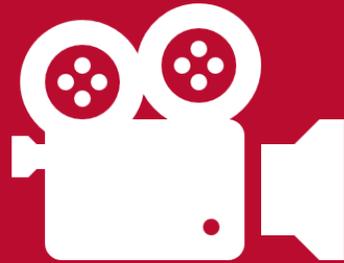
WELCOME TO THE WEBINAR



Kimberly Thompson

Natural Resource Governance and
Conflict Advisor, USAID E3/Land Team

BEFORE WE BEGIN...



Recording will be online after the webinar



Use the chat pod to ask questions for the panel or for tech issues

AGENDA



Opening Remarks

Jeffrey Haeni

Acting Deputy Assistant Administrator
Economic Growth, Education & Environment (E3)
Bureau, USAID



Moderator

Kimberly Thompson
Advisor, USAID E3/Land Team

Panelists:



Joanne Lebert
Executive Director, IMPACT



Jocelyn Kelly,
Director, Gender, Rights, and Resilience,
Harvard Humanitarian Initiative (HHI)



Nathalia Rocio Mendoza Baron,
Gender Coordinator,
Alliance for Responsible Mining (ARM)

OPENING REMARKS



Opening Remarks

Jeffrey Haeni

Acting Deputy Assistant Administrator

Economic Growth, Education & Environment (E3) Bureau, USAID



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Jeffrey Haeni

**Acting Deputy Assistant Administrator E3,
USAID**

OPENING REMARKS

**ASM AND WOMEN'S
ECONOMIC
EMPOWERMENT**



USAID INVESTED \$140 MILLION IN ASM 2014-2020



ASM & Women's Economic Empowerment



Women's Global Development and Prosperity Initiative



Women in ASM

- 30 – 50% of ASM workforce
- Earn significantly less
- Face additional barriers including gender based violence

W-GDP and USAID's RISE Challenge can address some of these issues



EXPERT PANELISTS



Joanne Lebert
Executive Director
IMPACT



Jocelyn Kelly
Director, Gender, Rights, and Resilience
Harvard Humanitarian Initiative (HHI)



Nathalia Rocio Mendoza Baron
Gender Coordinator
Alliance for Responsible Mining (ARM)



Joanne Lebert

Executive Director, IMPACT



Transforming natural resource management
Empowering communities

Transformer la gestion des ressources naturelles
Renforcer le pouvoir d'agir des communautés

Digging Deeper:
Strategies for advancing WEE & Gender Equality
in Artisanal Mining

Introducing: **IMPACT**

*Formerly Partnership Africa Canada (PAC)
Established in 1986*

MISSION

We transform how natural resources are managed in areas where security and human rights are at risk. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an independent non-profit, collaborating with local partners for lasting change.

VISION

We envision a world where resources contribute to equitable peace and development, and where communities are empowered to decide how their natural resources are managed.



Regulatory and
Legal Reform



Supply Chain
Transparency



Illicit Trade
and Financing



Gender
Equality



Environmental
Stewardship



Research

Women in the Artisanal Gold Mining sector
in the DR Congo
(2012-2014)



GrOW Research (DR Congo, Uganda, Rwanda)
(2015-2018)



SSHRC Research – Advisory Role
(Kenya-Sierra Leone-Mozambique) (2015-2020)



Why ASM is a gender issue

Women are ACTIVE in sector

- 41m people directly engaged in ASM globally;
- min. 30% of workforce are women (World Bank 2019); 23-73% GrOW research (3TG)

Gender Inequality

- Assets (mine sites, pits, equipment)
- Income (unequal price paid, direct access to ore, not organized to sell)
 - 15% of women vs. 62% of men are 'diggers' – a higher paying job
- Leadership (less access to decision making)
- Production (unequal division of labour)
- Time (unpaid work, childcare and household management)

Gender inequality underpins vulnerabilities & inequalities faced by women and girls.

Gender Inequalities exacerbated in ASM sector that is:

Poverty driven & occurs largely in informality

Potentially or relatively lucrative and so also prone to predation, especially in conflict-affected areas



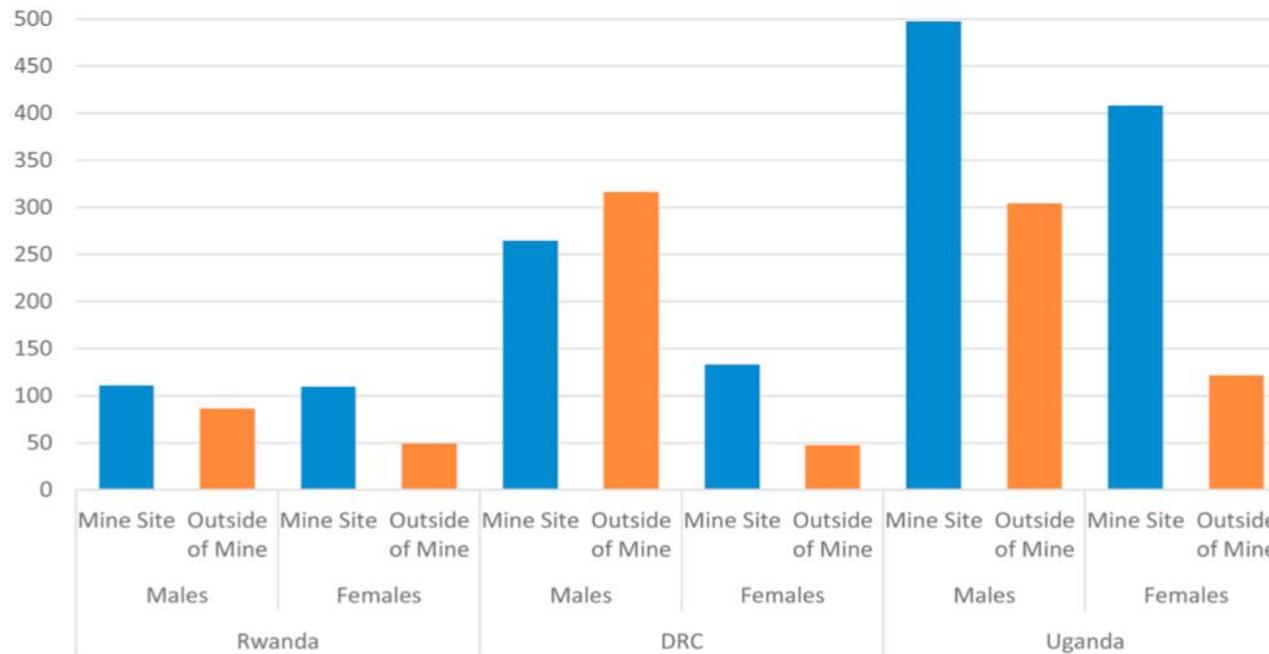
Why ASM is important for women

Women consistently earn more in mine sites than outside mine sites in DRC, Uganda and Rwanda (3TG).

Table 6

Average Monthly Earnings (USD, 2015) by gender and country.

Table 6: Average Monthly Earnings (USD, 2015) by gender and country



While 58% of women are the main contributors of income for their dependents.

Underscores importance of gender in **FORMALIZATION** of the ASM sector and supply chain **DUE DILIGENCE/ RBC**



Why women are key to successful formalization & RBC/due diligence

Why not simply take women out of sector?

Why not support alternate livelihoods?

- Women want to mine
- Further marginalization:
 - Increased dependence on male counterparts
 - Exclusion from status & cash / decision making access

It's about safe working conditions and choice!

Formalization/responsible production & trade

Data shows that women:

- Are more loyal to legality, due diligence, traceability
- Have slower rates of disengagement in times of insecurity
- Tend to be more committed to environmental stewardship

They are key to transforming the sector into a vector for development



And yet...

Because women's mining work tends to be invisible, devalued, limited or altogether excluded **seemingly NEUTRAL INTERVENTIONS** can have negative impacts and further entrench gender inequality and make women even more insecure **ESPECIALLY** in conflict settings.

Example 1 Formalization : licenses or grouping miners into cooperatives

Example 2 Responsible business conduct : pricing

TOOL : Gender Assessment Tool
(policy, law and governance;
technical assistance)
(2015-2020)

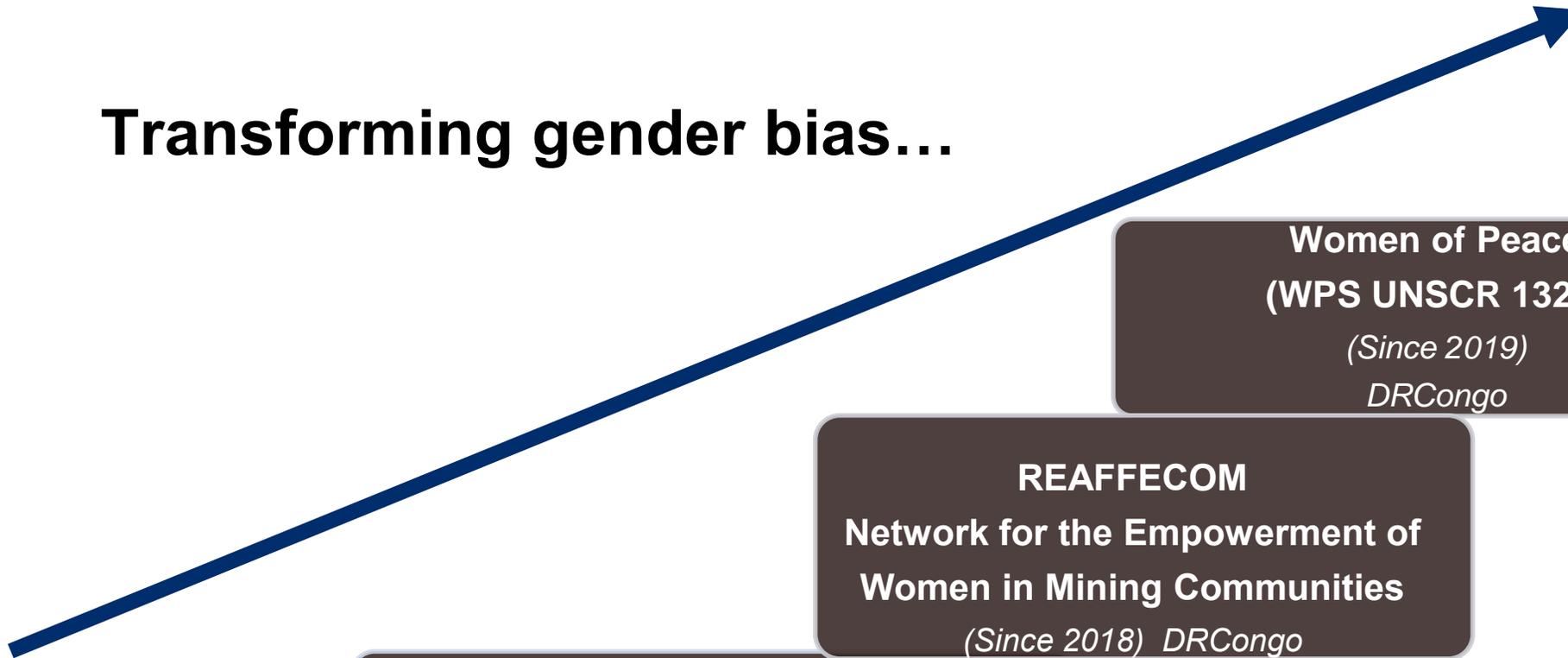
**Gender needs to be placed at the centre of
design, implementation, monitoring & learning**



Fair Trade Jewellery Co.



Transforming gender bias...



GrOW Research results validated; policy recommendations developed
(2015-2017)

AFECCOR : Artisanal Women's empowerment Credit & Savings project
(2017-2020)
DRCongo



REAFFECOM
Network for the Empowerment of Women in Mining Communities
(Since 2018) DRCongo

Women of Peace (WPS UNSCR 1325)
(Since 2019)
DRCongo

Women's Leadership in Environmental Stewardship
(Since 2015)
DRCongo, Uganda, Zimbabwe



TOOL : Gender Assessment Tool
(policy, law and governance; technical assistance)
(2015-2020)

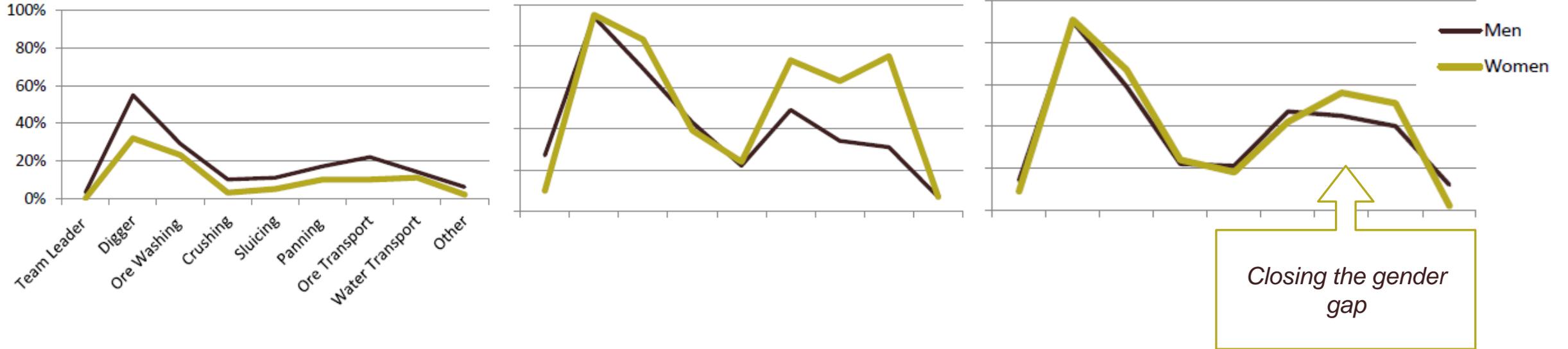


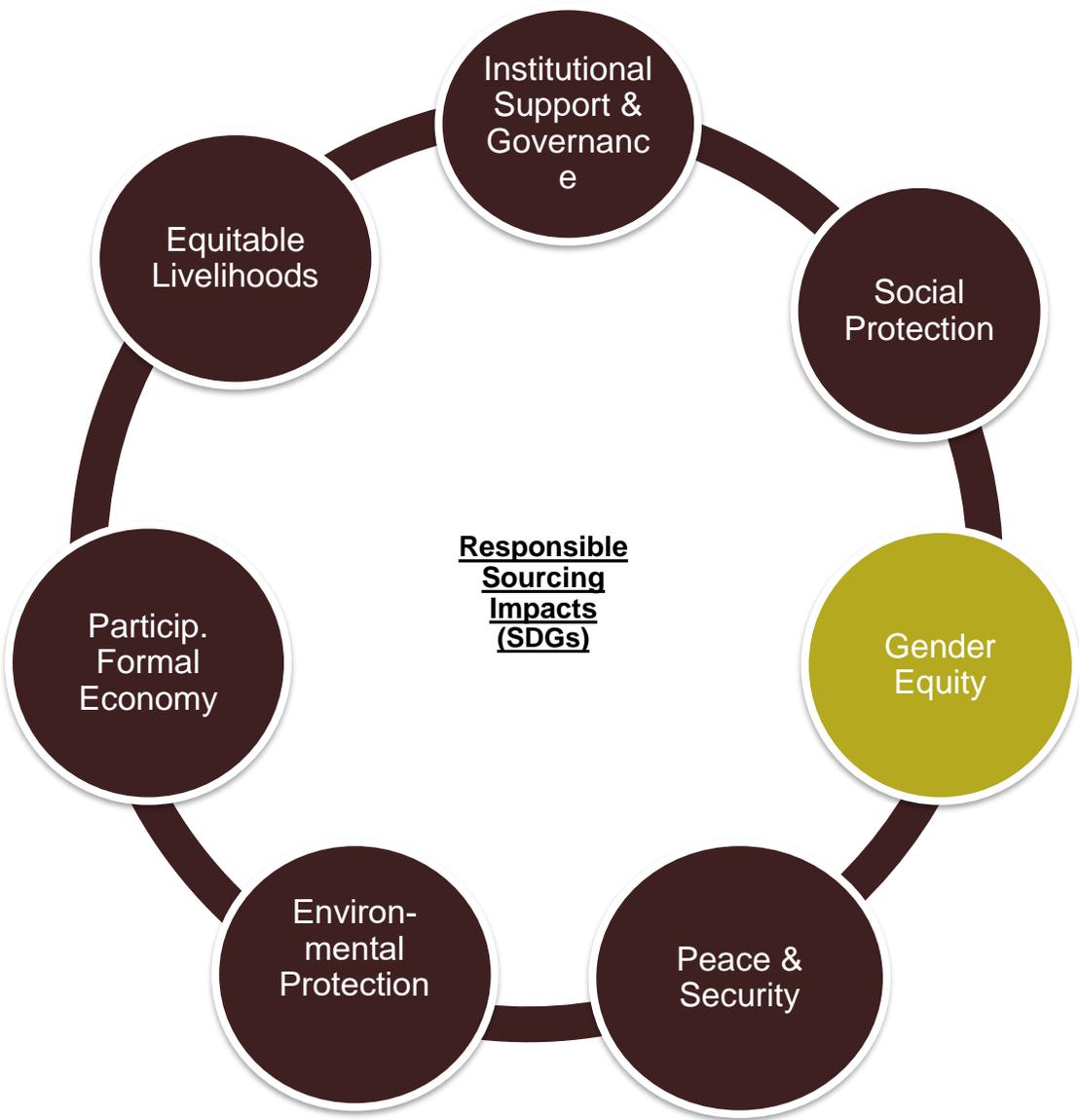
Consciousness Raising → Resilience (Economic) → Social Cohesion → Conflict Prevention → Resilience (vs Insecurity /Shocks) → Investment
from Survival to Solidarity to Resilience & Investment in Future



Key metrics: Gender Equality

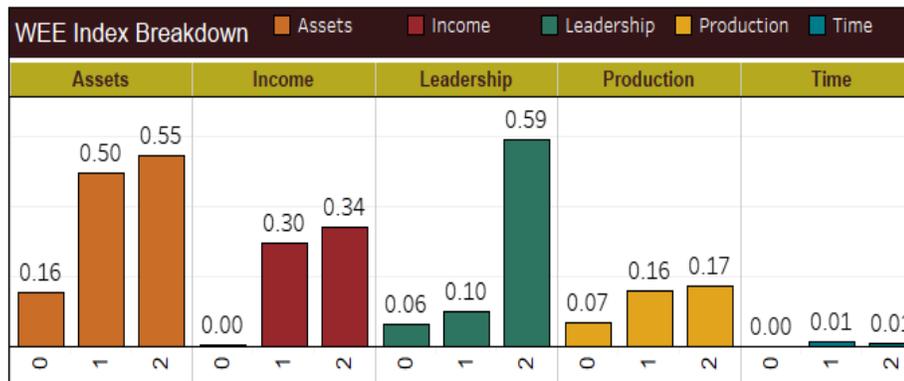
Closing the gender gap in artisanal gold mining tasks





Average Age of Female Workers
37.7

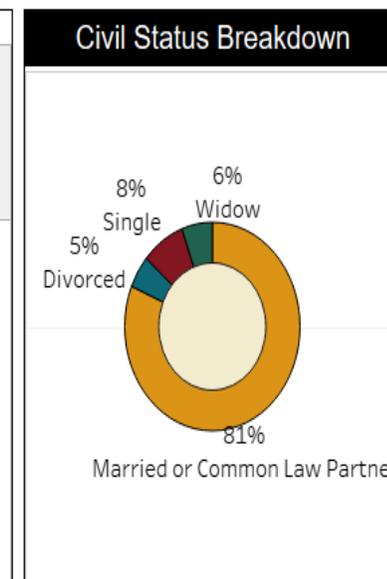
Average Years of Female Education
5.1



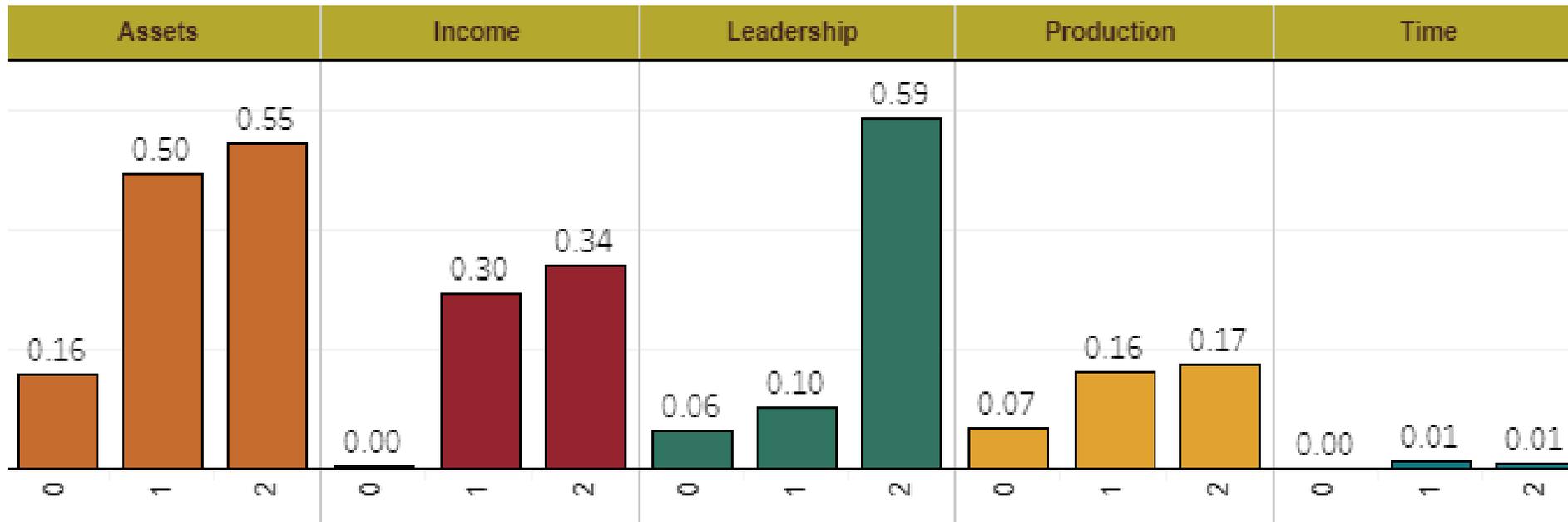
Cycle over Cycle Difference

Domains	1	2
Production	0.16	0.17
Assets	0.50	0.55
Income	0.30	0.34
Leadership	0.10	0.59
Livelihood assets	21.18	29.66
Time	0.01	0.01
Vulnerability context		

Indicators	0	1	2
1.1.1 Access to large equipment	0.00	0.40	0.53
1.1.2 Access to small equipment	0.25	0.24	0.10
1.1.3 Personal protection equipment	0.00	0.40	0.20
1.1.4 Technical training	0.26	0.18	0.20
1.2.1 Formal mining accreditation	0.01	0.08	0.12
1.2.2 Own source of income	0.00	0.23	0.24
1.2.3 Mine site tasks	0.25	0.25	0.17
1.2.4 Access to mine pit	0.00	0.00	0.16
1.2.5 Control of mine pit	0.00	0.00	0.11
1.2.6 Income meets needs	0.00	0.00	0.04
1.2.7 Control over access to mine site	0.00	0.00	0.06
2.1.1 Land ownership	0.74	0.74	0.76
2.1.2 control of land ownership	0.00	0.57	0.68
2.1.3 Cell phone ownership	0.35	0.39	0.43
2.1.4 Radio ownership	0.00	0.47	0.54
2.1.5 Ownership of capital assets	0.00	0.00	0.00
2.2.1 Participate in asset decisions	0.00	0.53	0.65



Monitoring progress: Women's Economic Empowerment in ASM (DRCongo)



What are we learning by doing?

When efforts to support ASM are DEVELOPMENT-LED & centre WOMEN's EMPOWERMENT

- Formalization, responsible production & trade are more lasting and benefit more people
- Communities are more resilient, tending to keep worst forms of violence at bay (incl. SGBV).



IMPACT @IMPACTtransform · 3d
#COVID19 isn't the only epidemic that's recently threatened the well-being of ASM communities in DRC. We're looking back on the impact of #Ebola in the region and what lessons we can learn to help us respond more effectively to support local communities.



Epidemics, Conflict, and Gold:
What We Can Learn From DRC...
impacttransform.org



A wide-angle photograph of a dirt road in a tropical village. The road is unpaved and runs through a lush landscape filled with palm trees and other tropical vegetation. In the background, there are rolling hills or mountains under a cloudy sky. Several people are visible on the road, some walking and some standing. The overall scene depicts a rural, developing area.

www.impacttransform.org
[@impacttransform](https://www.instagram.com/impacttransform)



Jocelyn Kelly

Director, Gender, Rights, and Resilience, Harvard
Humanitarian Initiative (HHI)

RESOURCE-FUL EMPOWERMENT

ELEVATING WOMEN'S VOICES FOR HUMAN AND ENVIRONMENTAL PROTECTION IN CONGOLESE SMALL-SCALE MINING SITES



Action pour la Sauvegarde de l'Enfant et de la Femme Abandonnés (ASEFA) leading consortium of partners, including: IFEDD, SOFEDI and HHI

Annie Sinanduku Mwange, Director of ASEFA

Mariana Chibalonza Bwema, Director IFEDD

Viviane Maramuke, Director IFEDD

Dr. Jocelyn Kelly, Director of the Program on Gender, Rights and Resilience, Harvard Humanitarian Initiative (HHI)



DRC Context

- Conflict-affected environment
- Multiple types of minerals
- In a country wracked by decades of war, ASM provides revenue to 16% of the population in DRC
- 40-50% of the population working in ASM are women
- Women choose to work in this sector because it provides unique opportunities

....but also carries the risk of discrimination, exploitation and abuse

Long-term research into women's challenges in DRC ASM sites

RISE project: Resource-ful Empowerment

Replicable, scalable model



Challenges

- Only 17% of women in mining towns think they have the right to work as miners
- 1 in 7 women were forced to trade sex to access work in the mines
- 1 in 3 women stated they had experienced sexual harassment in the mines
- Only 1 in 4 women had ever discussed abuse or harassment with other women

YET.....

- Women's right to work in mining towns without exploitation or abuse is enshrined in Congolese law and in the National Mining Code
- And women stated that self-organizing and connecting with other women was one of the best ways to address problems in mining towns





Path forward....

- Provide technical assistance in the modernization of ASM
- Engage in education around mining code and rights
- Strengthen the capacity of local associations to advocate for their own rights
- Promote grass-roots inclusive economic cooperatives





**RESOURCE-FUL
EMPOWERMENT
PROJECT:**

**ELEVATING WOMEN'S
VOICES FOR HUMAN AND
ENVIRONMENTAL
PROTECTION IN
CONGOLESE SMALL-SCALE
MINING SITES**

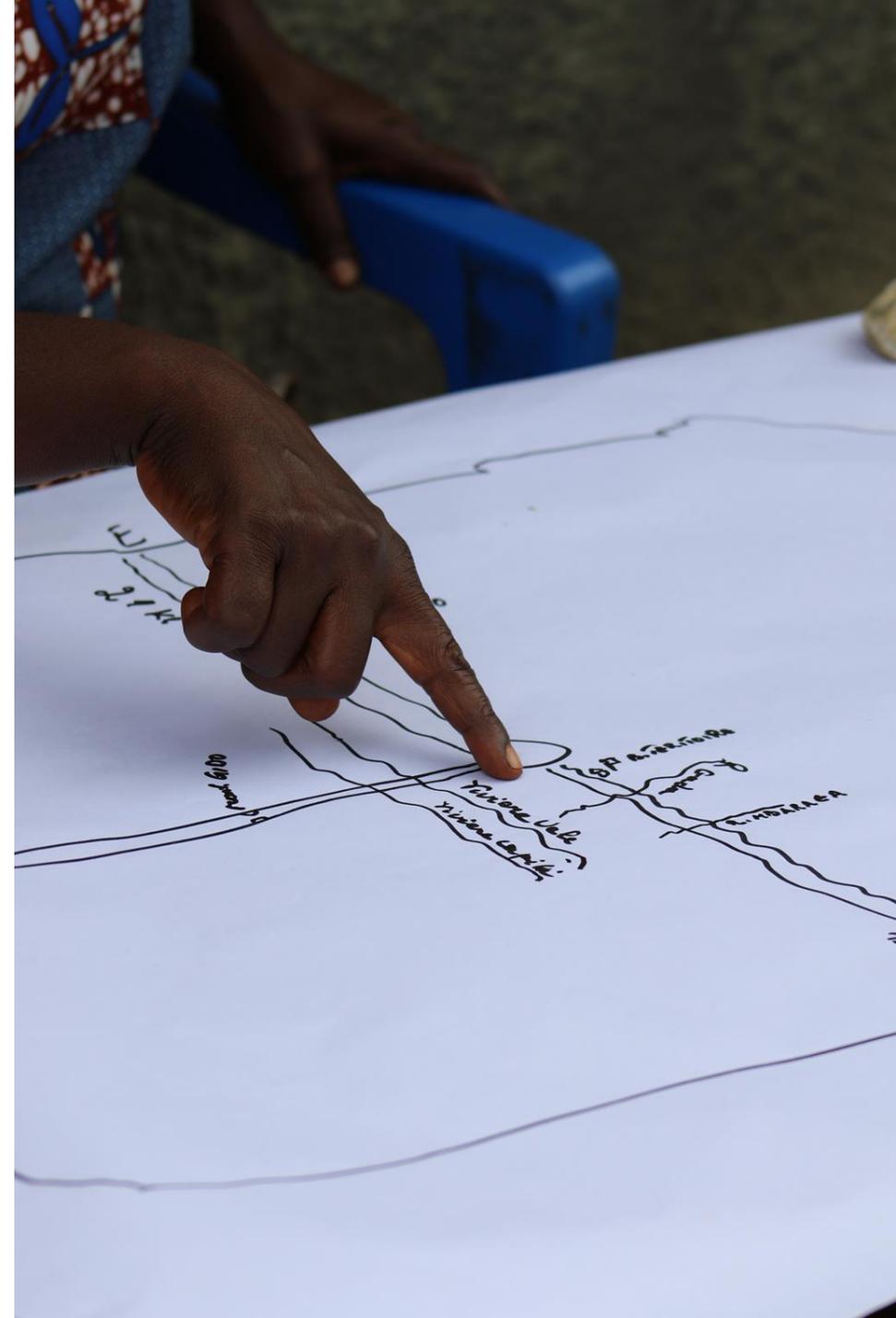
Our Approach

This project will allow the women-led organization, ASEFA, to lead a consortium of women's organizations across three provinces (North Kivu, South Kivu and Maniema) to **empower women** in mining towns to advocate for better **environmental practices** as well as improved **human rights**



Our Approach

- Create relevant, sensitive and evidence-based learning materials (the “Resource-ful Empowerment” teaching kit)
- Human-centered approach
 - peer-to-peer learning and training of trainers
 - training is cost-effective, sustainable and replicable
- Rigorous and adaptive programming model





Evaluation of 2 approaches:

Group 1

- Classic approach to teaching
- Present modules in succession

Group 2

- Same topics
- But strong emphasis on the connections **among people** and between **people and the environment**
- Hypothesis: the “interconnectedness” approach may be more effective than the classical approach



Nathalia Rocio Mendoza Baron

Gender Coordinator, Alliance for Responsible Mining (ARM)



ALLIANCE FOR
RESPONSIBLE MINING
Creators of the Fairmined standard



Gender perspective in artisanal and small-scale mining
27 May 2020

Women in ASM

Artisanal activities in the mining sector



Small-scale mining coops and companies

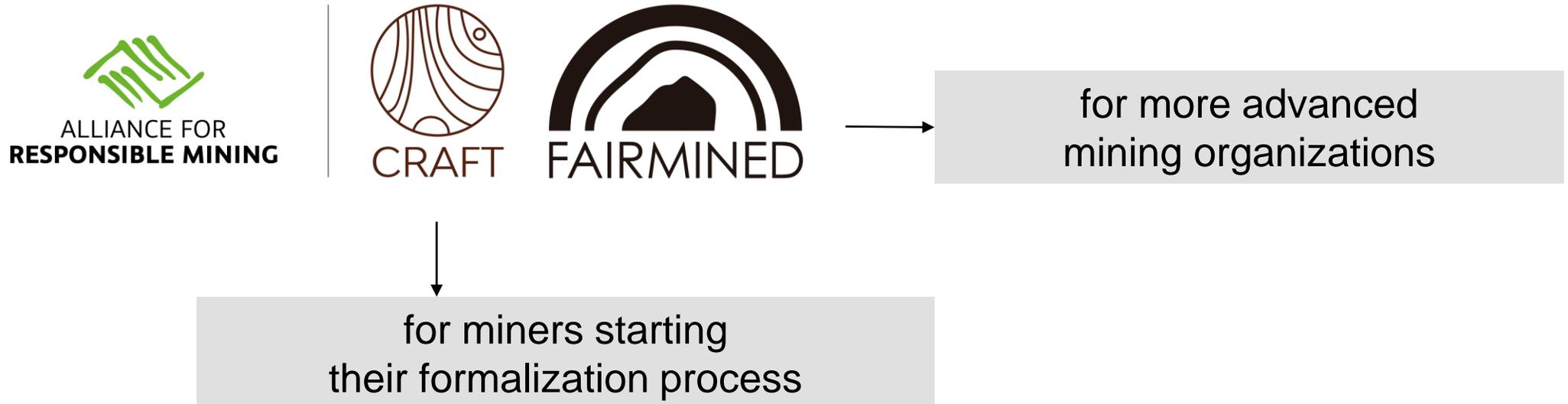


Progressive gender transversalization in Artisanal and Small-scale Mining



To include miners in different development stages we propose a **progressive improvement approach**.

We know that the correct incorporation of the **gender approach requires a cultural transformation**



Gender gaps in mining: Colombian ASM from a gender perspective

- Sector-wide **analysis of gender gaps** in mining.
- Identified **discrimination** women face.
- **Gender stereotypes and imaginary differ** from place to place.
- **Somos Tesoro project** (USDoL, led by Pact)

[Study on gender gaps \(spanish\)](#)

ARM's strategies based on research: economic empowerment, political empowerment and visibility, and achieving a life free of gender violence



Economic empowerment

Connection with formal markets for artisanal miners

- Improving work conditions and prices through formalization and market connection (EPRM)

Diversification of income sources

- MACDESA: mineral selectors make uniforms for miners (initiative funded with Fairmined Premium)
- CECOMIP: jewelry workshop for women who used to do processing with mercury (US Dept of State/Colorado School of Mines)
- Fish ponds, bakery, etc. (Pact in Somos Tesoro)

Video: [Women mineral selectors testimonies from Colombia](#)

Video: [Female mineral collectors working in MACDESA, Peru](#)



Political empowerment and visibility

- **Participation** in local, national and global policy discussions, events (Ford Foundation)
- **Exchange of experiences** between women of Suárez (Cauca) and Sogamoso (Boyacá), Colombia.
- **“Proudly women miners”** association: regional network of women coal mining professionals (Canada)
- **Communications** strategy to raise awareness
- **Gender policy** in mines
- Workshops on **“new masculinities”** with male coal miners



Achieving a life free of gender violence

RISE Project with MIT Lab and financed by USAID.

Thank you

Nathalia Rocío Mendoza Barón

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www.responsiblemines.org

www.fairmined.org



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Alliance for Responsible Mining



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www.land-links.org
Or
Contact E3/Land Office at:
landmatters@usaid.gov



Thank you